

PAY DIFFERENTIAL 152
RECRUITMENT AND RETENTION ANNUAL DIFFERENTIAL PAY - LICENSED
VOCATIONAL NURSES - UNIT 20

Established: 01/01/90

Revised: 07/01/99

CLASS TITLE	CLASS CODE	CB/ID	RATE	EARNINGS ID	DEPARTMENT
Licensed Vocational Nurses	8249	R20	\$1000 per year (Annual Payment)	9Z	Department of Veterans Affairs Veterans Home-Yountville, and Barstow

CRITERIA

Employees who are appointed to a Licensed Vocational Nurse position at the Veterans Home of California in Yountville for 12 consecutive qualifying pay periods after January 1, 1989, shall be eligible for a recruitment and retention bonus of \$1000, payable 30 days following the completion of every 12 consecutive qualifying pay periods.

If an employee voluntarily terminates, transfers, or is discharged prior to completing 12 consecutive pay periods at the Veterans Home of California, there will be no pro rata payment for those months. If an employee is mandatorily transferred by the department, he/she shall be eligible for a pro rata payment for those months served. If an employee promotes to a different facility or department other than the Veterans Home prior to completion of the 12 consecutive qualifying pay periods, there shall be no pro rata of this recruitment and retention bonus. No bonus shall be paid, including pro rata shares, prior to February 1, 1990. Part-time and intermittent employees based on the total number of hours worked excluding overtime during the 12 consecutive qualifying pay periods.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:

PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	Yes
ALL TIME BASES AND TENURES ARE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY

OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No